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INFOPACK

Tokenism in youth work: what, where, how – and what should be done to avoid it

Trainingcourse

To understand tokenism, know strategies to ensure meaningful youth participation, and to create inclusive local activities that empower all young people.

Berlin, Germany
31.10 - 5.11.2025



What's it about?

By the end of the training, participants will understand tokenism and its impact, know strategies to ensure meaningful youth participation, and be ready to create inclusive local activities that empower all young people.

Where and when?

31 Oct - 5 Nov 2025
Berlin, Germany

Apply until

15th September
2025

PROJECT DETAILS



What will the tc look like?

This training course provides an opportunity to explore the concept of tokenism in youth work, its forms, manifestations, and impact on young people's participation. It equips youth workers with the knowledge, tools, and strategies to ensure that youth participation is meaningful, inclusive, and free from superficial or symbolic involvement. Through non-formal education methods and experiential learning, the training will introduce participants to key frameworks and approaches such as the participation ladder, co-creation, and inclusive youth work practices. Participants will also explore how to recognise and address power imbalances, privilege, and representation issues in youth work settings.

The training course will be based on non-formal education methods and experiential learning principles. T

The first days of the training will be dedicated to creating a safe and collaborative learning environment, fostering trust within the group, and aligning participants' expectations. These initial sessions will focus on introducing the concept of tokenism, exploring how it manifests in youth work, and presenting the Erasmus+ Program and Youthpass as tools that can support meaningful participation. Participants will also engage in team-building activities and begin reflecting on their own experiences with participation and representation.

By the end of the course, participants will have deepened their understanding of meaningful youth participation, developed strategies to counter tokenism, and created action plans for inclusive activities in their local contexts.

PROJECT DETAILS



The training is rooted in Youth Goal 1 **Connecting EU with Youth**

It contributes to:

1. Guarantee meaningful youth involvement and dialogue in all stages of EU decision making by improving existing participatory mechanisms and creating new ones.
2. Ensure equal access to quality impartial and youth-friendly information about how the EU works, how to engage in it and what opportunities it offers.
3. Introduce and increase education about Europe and the EU in formal and non-formal settings.

PROJECT DETAIL



Further goals of the project

1. To explore the concept of tokenism in youth work, its forms, manifestations, and impact on young people's participation.
2. To raise participants' knowledge about tools and frameworks for meaningful youth participation, including the participation ladder, co-creation, and inclusive youth work practices.
3. To strengthen participants' competences in recognising and addressing power imbalances, privilege, and representation issues in youth work settings.
4. To support participants in creating and planning inclusive local-level activities that promote meaningful participation and representation of all young people.



GOALS



In

We are expecting you on the 31st of October 2025 in the afternoon (between 17:00 and 19:00 o'clock).

The Welcome Program start will be arranged with the trainers based on arrival time of the participants, and dinner will be served between 19:00 - 20:00h.

and out

The departure is envisioned for the morning of 5th of November 2025 after breakfast.

TIMING

Berlin, Germany
31.10. - 5.11.2025

Participants are expected to attend the full duration of the Training Course

31st Oct - 5th Nov 2025



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BERLIN

All participants will be accommodated at

JH International - Jugendherberge Berlin

Kluckstraße 3,
10785 Berlin, Germany

Tel. 030 747687910

Email: jh-berlin@jugendherberge.de

Web:

<https://www.jugendherberge.de/jugendherbergen/berlin-international/>





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Please note

Please note that you should bring your own towels.

Breakfast, lunch and dinner will be served daily at the residence.

The Training Course will be held at the residence .

Good to know !

All participants will be accommodated in **JH International**, located in the Potsdamer Platz area, with shopping areas and green spaces nearby. In addition, it is very well connected to the city center by public transport, metro, buses, and tram.

Participants will be placed in 3/4-bed rooms (bunk beds) with shared bathrooms. Bed sheets are included, you should bring your own towels. WI-FI connection in the whole building.

Check-in from 14:00 (it is possible to leave the luggage in a storage room)

ACCOMMODATION

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Hostel



Rooms



Seminarroom

ACCOMMODATION

TRAVEL

For all information about booking your tickets and coming to Berlin, you should be in contact with **Veronica Bracaccini** – in charge of project logistics, by using the official project e-mail (you can find all contacts below).



We are kindly asking you to choose the ecologically and economically friendly means of transport, if possible.

Sustainable means of transport (green travel) is defined as the travel that uses low emissions means of transport for the main part of the travel, such as bus, train or carpooling.



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Participants must keep all travel documents (tickets, travel agency invoices and boarding passes) as organizers are able to make any reimbursement only on the bases of presented documents!

A detailed guide to reimbursement will be provided.

Please don't buy your tickets before we approve them!

When you will plan your trip and BEFORE buying your tickets (especially if your planned travel itineraries are different than 31st October, - 5th November please inform us in advance, so we can approve your tickets and travel costs.

P.S. At purchasing your travel ticket, please ask for the invoice

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Travel costs will be reimbursed only for the cheapest way of transport and for the return tickets. Travel expenses are co- vered by the organisers 100% up to the maximum of unit cost per distance calculator and means of travel, including bank transfer and other appropriate fees (for all the original tickets and ways of travel that are plane, bus, train, ferry, carpooling, NOT taxi).

For distances, less than 500 km one way (by Distance Calculator | Erasmus+), the preferable means of transport are land transportations, such as train and/or bus. If other mean of transport is selected for such travels, e.g. airplane, those will be reimbursed 60% of airfare, in accordance with the principle of environmental awareness and protection.

TRAVEL

Travel budget calculation is based on the distance between your starting point and the venue of the program:

10 -99 km	28€ / 56€	green option
100 - 499 km	211€ / 285€	green option
500 - 1999 km	309€ / 417€	green option
2000 - 2999 km	395€ / 535€	green option
3000 - 3999 km	580€ / 785€	green option
4000 - 7999 km	1.188€	
8000 - more	1.735€	

The distance must be calculated according to the official Erasmus+ distance Calculator, which you can find at the following link:

<https://erasmus-plus.ec.europa.eu/resources-and-tools/distance-calculator>

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REIMBURSEMENT

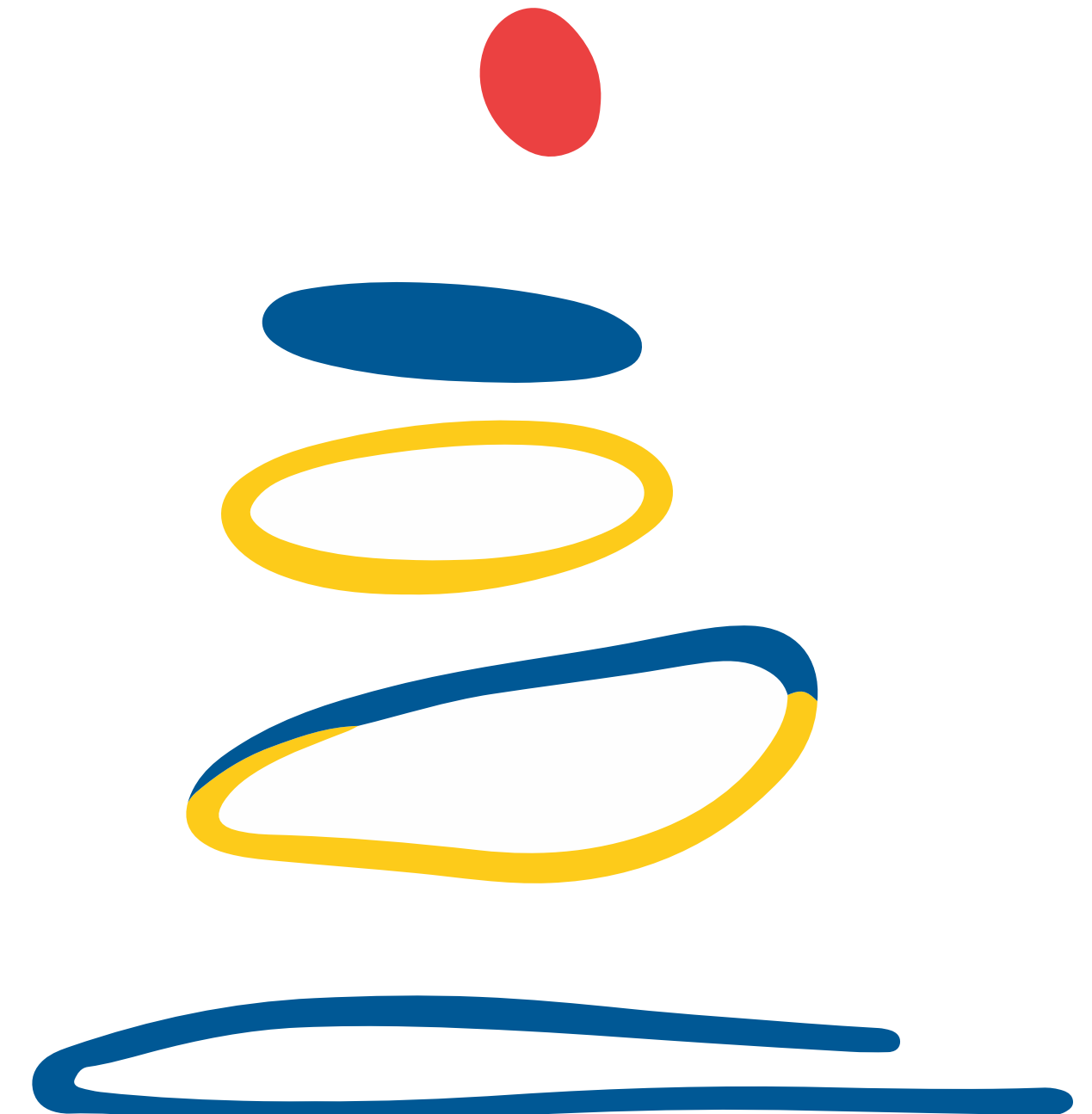
The travel reimbursement **will be done by bank transfers only, after you return home** and send us the ORIGINAL boarding passes and tickets (and after you submit/send us the filled in evaluation forms of the training course).



Further Rules regarding the booking of the tickets and reimbursement:

1. Only the cheapest tickets will be reimbursed. We will not cover tickets with the deviation from the direct route (A - B - A), extra unnecessary stops and layovers. We don't cover seat reservation fees, leisure plus tickets, flexible tariff tickets, extra travel insurances, priority boarding fees, local bus baggage, handwritten tickets or bianco nota bills.
2. Extra hand luggage can be covered if within budget (make sure you send a plan before purchasing, as some extra fees might be applied by some airlines).
3. We can't cover travel agencies' fees. Travel agencies invoices for the tickets won't be accepted for reimbursement.
4. We can't reimburse taxi; only public transport and carpooling will be covered.
5. You can arrive maximum 1 day before the activity or depart maximum 1 day after. In that case, travel expenses must stay within the agreed budget, while accommodation on the extra days is not covered. For green travels, participants can have up to 4 additional travel days, which are meant to be used to reach the destination.

Extra days must be approved by the Team and each case will be evaluated individually.



CONTACTS

Veronica Braccacini
project19@yp-de.org

Logistic coordinator

Project E-mail

For planning your travel you are directed to contact the project team by using the mail address.

Veronica Braccacini is the person in charge of logistics of the project.

In case of any problem during your travel or if you need any further information please don't hesitate to contact us!



YOUTH POWER AUSTRIA



EYCB- European Youth Centre
Břeclav



MED13 NGO



EURO YOUTH - APS



SEMPRE A FRENTE

PARTNERS